

2017 ANNUAL EEO PUBLIC FILE REPORT

WAPS-FM

Station(s):	WAPS-FM
Community(ies) of License:	Akron, Ohio
Reporting Period:	May 22, 2016 to May 21, 2017
No. of Full-time Employees:	Between 5 – 10
Small Market Exemption:	No

During the Reporting Period, no full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

During the reporting period, the station didn't participate, host, or co-sponsored any job fairs.

*Hosted at least one **job fair**.*

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

June 10-11, 2016

Founder's Day Weekend at Stan Hywet

Rock and Recovery was on-site providing music and bookmarks for Stan Hywet's honoring of the 81st anniversary of the founding of Alcoholics Anonymous. Individuals were invited to the historic Stan Hywet building to reflect upon Alcoholics Anonymous and learn about its history.

August 20th, 2016:

7th Annual Summit for Kids

KIDJAM! Radio was on-site providing music and bookmarks at Summit for Kids, an annual family expo. Parents and children are invited to the John S. Knight Center in downtown Akron to enjoy fun and educational activities, free back-to-school items and more.

September 18, 2016

OH WOW! Children's Center

Silly Science Sunday

The Summit provided KIDJAM music and giveaways at the annual OH WOW! Children's Center "Silly Science Sunday" held in downtown Youngstown. The event included indoor and outdoor interactive STEM displays, exhibits, stage shows, and hands-on activities for all ages.

September 24, 2016

NAMI Walks Portage County

Walk for Recovery

Rock and Recovery provided positive music and a PA system for the National Alliance on Mental Illness Walk for Recovery. The event was open to all ages and featured a two mile fun walk, food, information tables, and speakers to raise awareness for substance abuse prevention and recovery.

April 18, 2017

Akron Torchbearers Mixer

The Akron Torchbearers organization is a bridge between established leadership of the community and leaders of the future. Torchbearers members and alumni gathered at The Summit for station tours, refreshments, a live Studio C performance, listened to and voted on new music, recorded testimonials in studio.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

The internship program continued for area high school and college students. During the reporting period four students from Kent State University, The University of Akron, and Youngstown State participated. Four high school students from Akron Public Schools also participated.

*Participated in **job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

Station personnel joined in on a total of sixteen webinars designed to strengthen our community service, fund raising and benchmark best practices with other public radio stations.

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

Station morning show host participated in scholarship award ceremony for Akron Public School students.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

The management of WAPS continues to support and enable its team members to strengthen their professional skills. During the reporting period, team members participated and excelled in several Leadership Akron programs, and multiple computer programs training sessions including: MUNIUS, AESOP, WEBSYS, and MEMSYS.

*Established a **mentoring** program for station personnel.*

*Participated in at least 4 **events or programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

June, 2015: Junior Leadership Akron students participated in hands-on activities at the radio station including editing, programming and production.

February, 2016: Station general manager lectured to both a radio broadcasting writing, and a non-profit leadership class at John Carroll University.

*Provided **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting*

The station general manager and other key staff members made presentations at Rotary Clubs, Middle Schools, PECHA KUCHA presentations, School Board Meetings, Leadership Akron – all designed to intrigue the audience about the one of a kind community service projects being done at WAPS.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

The station hired one key employee during the reporting period. This included station membership director; a fundamental role within the organization. The position was thoroughly communicated to a diverse audience of potential candidates.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
September , 2016	Membership Director	Akron Board of Education

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 13

	Number of Persons

Recruitment Sources Used in Preceding Year	Interviewed that the Source Referred
Greater Public	2
Monster	1
Akron Public Schools	5
PRADO	1
Linked-In	2
Facebook/Twitter	2
